

THE MILE MARKER

Company Newsletter | Spring 2024



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The Cover

LTI THE MILE MARKER
Company Newsletter | Spring 2024



This Mile Marker's cover features Timothy Terrell, who has proven to be a great asset to our fleet, averaging 2,500 miles weekly since starting in February due to his commendable work ethic.

Message from the President

The 2024 year kicked off with a busy first quarter. The first three months of this year provided some indicators and commentary for the near future of trucking – some that are negative, and many that are positive.

Unfortunately, LTI and all truck carriers continue to see a marketplace that is stubbornly slow. The freight recession continues to yield fewer loads in need of shipping. We see this in a slight downtick in customer load tenders, in fewer spot board options, and broker loads with lower and lower rates. All industry experts agree

that this will change in 2024, but the specific timing remains unknown. I believe the conservative outlook is that trucks will not be in higher demand until mid-to-late summer.

However, things will improve from here and LTI is well-positioned to capitalize on it. LTI is wrapping up a successful RFP season. In Q1 of each year, we engage in numerous conversations with our customers to negotiate and renew our business. LTI was extremely proactive with our customers – at the Food Shippers of America Conference alone, LTI held over thirty appointments with customer contacts. The result of these Sales efforts, the efforts of our Drivers, and the execution of our Operations team has culminated into a successful load outlook in 2024.

Our awarded freight is on track to amount to over 35,000 loads. Add an additional 8,000 loads re-secured on our Dedicated Accounts and LTI is looking at 43,000 loads awarded in a very hard-to-find freight environment. Additionally, the network is shaping up nicely – Operations and Sales have precisely targeted and secured lanes that work well for our operation. We are anticipating in/out balance in market areas, greater density in select origin/destination points, slightly reduced deadhead, and a lessor need for backhaul broker freight. I am proud of the network that we have secured for our fleet this year.

So we know things will improve; what do we do while we wait?

Each one of us has a functional role that is critical to the workflow of truckload transportation – we need consistent and complete execution from all parties.



There needs to be order to our activities; everything needs to be process-driven. Whether you are a Planner making a load assignment or a Driver doing your pre-trip inspection for the day – these tasks need to be guided and managed by a process. When we are faced with gracefully moving 650 loads per day, there is no other way to conduct our respective activities in a successful way.

We need to be consistent and detail oriented. Each one of us needs to take care to ensure that nothing is missed and the task at hand is completed in full and in a detailed manner. Consider a Fleet Manager double checking each load for on-time delivery; a Driver ensuring they photograph each page of submitted paperwork; a Mechanic completing a warranty-reimbursement form on a repair; or a Customer Service Representative setting a delivery appointment. In each of these cases, thoroughness and attention to detail is critical and directly positively impacts the organization, our reputation, and one another as work colleagues.

The industry continues to be challenging, but we are poised to come out of this strong. To do so, we are required to continually improve. Let's persevere and hold ourselves accountable to doing a job well done.

Camden Civallo
President
LTI Trucking Services, Inc. ■



Considerations of the Freight Market

By Deidra Sanders, Director of Logistics

Predicting the freight market outlook for 2024 involves various factors such as economic trends, geopolitical events, and regulatory changes. While I can't provide a precise forecast, I can highlight some potential trends and factors that may influence the freight market:

Economic Growth:

The overall strength of the global economy plays a significant role in freight demand. If the global economy continues to recover and grow steadily, it could lead to increased demand for freight services across various industries.

Trade Policies:

Changes in trade policies and agreements between countries can impact shipping volumes and routes.

Trade tensions or resolutions between major trading partners can have ripple effects on the freight market.

Environmental Regulations:

Increasing environmental regulations and sustainability initiatives may lead to a shift towards greener transportation options and practices, influencing the choice of carriers and shipping routes.

Supply Chain Resilience:

Recent disruptions like the COVID-19 pandemic highlighted the importance of supply chain resilience. Companies may prioritize diversifying their supply chains and investing in logistics solutions that offer greater flexibility and adaptability.

Infrastructure Investment:

Government investments in transportation infrastructure, such as roads, railways, and ports, can impact freight capacity, efficiency, and costs.

Consumer Behavior:

Changes in consumer preferences, such as the rise of e-commerce and on-demand delivery services, can drive shifts in freight patterns and the need for last-mile delivery solutions.

Fuel Prices:

Fluctuations in fuel prices can significantly impact transportation costs and influence freight rates.

We will continue to watch these market changes as this will affect our pricing strategies and margin goals. As Q1 has come to a close, March was a stronger month overall for our department. We will continue to strive for these strong weeks in revenue and margin as Q2 begins. ■

Sustainability in Trucking: APUs

By Bill Riley, VP of Operations

LTI places a high focus on sustainability and has for years, as a longtime proud SmartWay Partner and an Ecovadis customer. Each quarter we will highlight another aspect of sustainability at LTI Trucking Services and in the transportation industry.

Over the years, the trucking industry has made numerous advances in ways to improve fuel efficiency. One of the most beneficial and versatile advancements was auxiliary power units (APUs). LTI was an early adopter of APUs, both battery and diesel units, and more recently with the Freightliner ParkSmart system.

One of the primary benefits of APUs is their ability to reduce fuel consumption. Instead of idling the main engine to power accessories like air conditioning, heating, or electronics, APUs provide a separate power source, resulting in significant fuel savings. In addition to the fuel savings, using an APU to power auxiliary functions instead of the main engine allows truck owners to

decrease engine idling time. This reduction in idling also helps minimize wear and tear on the engine, extending its lifespan and reducing maintenance costs.

APUs contribute to environmental sustainability by reducing emissions associated with idling. Since they are typically more fuel-efficient and produce fewer emissions than idling diesel engines, APUs help reduce the carbon footprint of trucking operations. APUs provide a comfortable environment for drivers during rest periods or breaks. They enable the operation of heating, air conditioning, and electrical devices, creating a more pleasant and conducive atmosphere for rest and relaxation. Many regions have implemented regulations to limit engine idling, primarily due to environmental concerns. APUs help trucking companies comply with these regulations by providing an alternative power source for in-tractor amenities without requiring the main engine to run.



An APU shown on the back of an LTI tractor

By maintaining driver comfort and reducing downtime for rest breaks, APUs can contribute to increased driver productivity. Well-rested and comfortable drivers are more likely to stay alert and focused while on the road, potentially improving overall efficiency and safety.

Overall, APUs offer a range of advantages for trucking operations, including fuel savings, reduced engine wear, environmental benefits, improved driver comfort, and compliance with regulations. These benefits contribute to more efficient, sustainable, and comfortable time operating a tractor trailer. ■

LTI's Virtual Fleet

By Christian Civello, Director of Marketing & Recruiting

Out on the road, LTI Trucking Services has hundreds of trucks ranging across the country, from Pennsylvania to Texas. However, a fleet of LTI trucks has also grown across the country, in a different environment. A *digital* fleet of LTI trucks have begun hauling loads from shipper to receiver, recreationally, thanks to Keagan Curry.

22 years old, Kegan Curry is the son of Pam Fryer, who has a long history of driving for LTI, as a company driver, and currently as an Owner Operator. She also drove for Lanter

back before the trucking division broke off and became LTI Trucking Services. Keagan's brother, Ryan Curry is also a Lease Purchase Driver for us!

Keagan Curry likes to play American Truck Simulator, a video game where you can fine-tune your trucking skills from the comfort of your own home, hauling loads across the country, delivering shipments, and backing into docks, just like you would in the real world. Keagan was able to recreate our tractor and trailer designs through Microsoft Paint, where he then uploaded them into American Truck Simulator. So now, he's able to drive not just the same equipment LTI uses, but also with the same logo and designs.

American Trucking Simulator is an open world multiplayer online game, meaning when a player is driving down the highway, they'll pass other users driving their trucks along the roads as well. After designing LTI and Lanter trucks and trailers, Keagan has provided other users with those designs to use as well, leading to an online fleet of 10-15 drivers driving LTI and Lanter equipment across this digital replicate world.

Keagan's not quite of age or experience to drive for us in the real world yet, but once he is, he says he's eager to join the LTI family, and drive the real thing! We can't wait Keagan! ■



Keagan Curry, 22, in front of an LTI trailer



Driver Shoutout: Jesse Wilson!

Shoutout to Driver Jesse Wilson, who has been with LTI since March of 2023. Jesse recently had an encounter out on the road that could have easily taken a turn for much worse, had it not been for his quick thinking and defensive driving.

Jesse was driving on a busy two lane industrial road, when a car pulled out right in front of him at the very last moment. Jesse was able to quickly maneuver around the vehicle, avoid contact, and safely continue on his

way, preventing what could have been a very harmful and costly accident.

Jesse drove defensively, aware of his surroundings, anticipated the car ahead, and avoided what would have been a head on collision.

Thank you and great job Jesse! Keep up the good work. We're proud to have you behind the wheel. ■



LTI Driver, Jesse Wilson

LTI Launches New Driver Advisory Board

By Monica Cruthis, Director of Safety & Loss Prevention

We are excited to announce the launch of the new LTI Driver Advisory Board! As a member, you will have the opportunity to share your valuable insights on critical industry topics, provide feedback from a driver's perspective, and collaborate on innovative ideas. This exclusive board will offer direct engagement with management multiple times a year, fostering a dynamic and interactive environment, fueling communication and growth between management and drivers at LTI.

Management will select board members from a diverse range of drivers through an application process. If you are interested in becoming part of the Driver Advisory Board, keep an eye out for a brief questionnaire included in your upcoming Weekly Update Email.

What's It All About?

At LTI, our drivers are our most valuable assets. The Driver Advisory Board is a unique opportunity for drivers to have a direct impact on the company they work for. By joining the board, you will not only be able to

share your thoughts and ideas but also collaborate with other drivers and LTI leaders. You will now have a seat at the table!

We're on the hunt for 5-7 drivers to join the board for a 2-year term! Joining us for quarterly meetings and special gatherings and events along the way. This direct engagement will provide a platform for drivers to voice their concerns, offer feedback, and work together towards making positive changes within the company.

The driver advisory board application process aims to ensure diverse representation across all fleets at LTI. We invite all drivers to apply! The requirement is that you are a current driver with a minimum of 6 months at LTI, along with submitting the completed questionnaire before the deadline.

We're gearing up for our first board meeting in July 2024! Following the meeting, we'll unveil the key topics in and introduce our new board members. We can't wait to see the innovative ideas our drivers will bring

LTI WANTS YOU



TO JOIN THE DRIVER ADVISORY BOARD

to the table. Let's steer LTI towards even greater success together!

If you'd like to make a difference and join this special opportunity, please fill out the application questionnaire by May 10, 2024. ■



LTI staff outside, taking a moment to view the solar eclipse on April 8th, 2024, wherein the path of totality stretched across the Midwest. Right: LTI's fleet of trucks under the midday darkness of the eclipse.

Get to Know Your Fleet Manager



Austin Williams

Hello, my name is Austin and I'm a dispatcher here at LTI. I have been with the company for 2 years now. I love what I do as a dispatcher, and aim to help in any way possible.

I am 28 years old and have 2 beautiful baby girls and a 4-month-old baby boy who just joined us over the winter. They are what drive me to be better each and every day.

As a Fleet Manager, it is my goal to provide you with the necessary information and tools needed to be successful every day. I want to make your experience here enjoyable.

I am always available if you ever need anything. I can be found in the office Monday through Friday or you can always feel free to reach out to me via phone. Thanks for reading and have a great day!



Ian Mulcahy

Greeting and salutations, I am the BRT and Quad Graphics Fleet Manager. I started in the trucking industry back in 1999, getting my permit on my 21st birthday. The last company I drove for was actually LTI on the Regional Fleet, first as a company driver then as a lease operator. After some medical issues, I got out of the truck and became a Fleet Manager here in 2019.

When not being a tyrannical monster to my drivers (just kidding, I have the best bunch of drivers working with me) I still enjoy taking trips out on the open road with the wife and dogs. When the weather is nice, we love going to a secluded river access where we can soak in the nice cool water and the dogs get to sniff all the new and exciting things. I like managing the dedicated accounts as it allows me to work closer with our customers to make sure drivers are getting the miles they want and getting home when they need to be. I remember what it was like being out there on the road for weeks or months at a time having to deal with people on the road and the craziness that sometimes happens with shippers and receivers. I see it as my job to try and make sure all of that is at a minimum so the driver can have as smooth a day as possible. I look forward to growing my accounts and adding more drivers so they too can get more miles and of course make more money!

Travis Rood

Hey I'm Travis, 48, married with 3 kids. I have been with LTI for almost 15 years. I'm currently a Fleet Manager, but have had many hats in the Trucking Industry since I started in 1996, including starting out as an Over the Road Driver. Outside of work I enjoy spending time with family, and fishing, and have a garden as big as most people's back yard. I enjoy canning, and have recently become a Pig farmer, and have 2 dogs.



One of my main goals for you while out on the road is to help make your lives easier while you are out there. We cannot thank you enough for all you do!

Carmelo Garrett

Hey Team, Carmelo Garrett here, one of the core Fleet Managers here at LTI. A little about myself: I'm 29 and been with LTI for 18 months. Prior to coming to LTI, I served in the US Army for 9 years and traveled around the world for most my life.



Although I may be young, you will come to find I'm very attentive and can solve most problems or issues you may face. A huge goal of mine for my Fleet, aka Region 6 Harbingers, is to take away all the stress off your shoulders while out and away from your family. I can't thank you enough for what you do for our team here at LTI and the sacrifices made to make our team the best. Feel free to reach out to me any time, I'm always here to help.

Wendy Weatherman

Hi, I'm Wendy and I am the Fleet Manager for MoLo and ArcBest. I have been with LTI for almost 5 years. I am originally from New York but have lived all over the country. I started in the transportation industry in 1998. I have done everything from 3PL, HR, Orientation, Payroll, Planning, Safety, Sales, Dispatch, Fleet Management and even spent 6 years in a truck on the road. I know what drivers go through on the road, having been there myself. I sincerely appreciate the work they do. For fun, I like to swim and play pool. I look forward to many more years here with LTI.





James Tunstall

Hello team, my name is James Tunstall. I am currently training to be a Load Planner. I have been with LTI for 9 years, much of which was spent at the Dial account, but I am eager to learn more about my new position here at LTI. I have a long list of hobbies; my favorites are camping, fishing, and hanging out with friends and family.

My goals for my new position and my drivers are to be available whenever needed, and always ready to conquer the task ahead. My drivers can always contact me and talk about anything that they need or just to talk about what's on their mind. I appreciate all our drivers. Truck drivers have a very demanding occupation and keep America running. I am very dedicated to the drivers as I am a former driver myself. Please feel free to reach out to me if you have any questions or concerns. I am here for You!



Cadee Velten

Hi, my name is Cadee, and I'm a Load Planner with LTI. I have been here almost 7 years, between being a Fleet Manager, working in the Shop, and load planning. Outside of work I enjoy spending time with my kids and my friends. We enjoy being on the water all summer long and camping as much as possible.

As a load planner, my goal is to plan everyone in a timely manner and maximize miles as much as possible. I want to see drivers grow and be excited about the miles they get! I enjoy when I have good loads and get to plan them out, as this helps the drivers and the company!

I appreciate every driver, as we would have nothing if it wasn't for drivers making the world a better place! I'm always in the office, and willing to help however I can. Reach out if you ever need help or have any questions I can answer!

Kathy Lansing

Hi, I'm Kathy and I have been a Fleet Manager with LTI for a little over a year now. My goal as well as my dedication here at LTI is to make the drivers under Region 5/5B as successful as possible, make sure they're home on time, and have fun doing it! ■



LTI's Operations in their morning "huddle", which occurs at the start and end of every day, wherein the department and related roles all touch base, set their goals for the day and week, and discuss any operational items needing addressing. The daily huddles allows for efficiency, clear communication, and everyone to get on the same page to start and end the work day.

Open Enrollment for Benefits

Effective May 1, 2024, the following LTI Trucking Services, Inc. benefit plans will be renewing:

- Medical
- Dental
- Vision
- Short-Term Disability
- Long-Term Disability
- Term Life & AD&D
- Accident
- Critical Illness
- Hospital Indemnity

More information will be communicated soon regarding the dates of the Open Enrollment period, any changes to the current plans, along with instructions on how to make changes and enroll. Stay tuned for more information!

As a reminder, you are eligible for benefits if you are a full-time employee and have been with LTI for 90 days.

Keep an eye out for future communication on Open Enrollment, and please contact LTI Human Resources if you have any questions.

Paula Naugle
314-932-6972
pnaugle@ltitrucking.com ■

Revving Up for Spring: Tips for Boosting Fuel Economy on the Road

By Brandon Jacoby, Director of Maintenance

As the winter chill fades away and spring blossoms, we prepare for a new season on the road. With temperatures rising and road conditions improving, the arrival of spring presents a prime opportunity for drivers to optimize their fuel economy. From tire pressure adjustments, to route optimization, to alterations in driving habits, the transition into spring marks a crucial period for drivers to implement measures that will not only conserve fuel but also enhance profitability and sustainability on the open road.

There are many factors that contribute to a trucks fuel economy:

1. **Air Density:** Warm weather generally reduces air density, which means there's less oxygen available for combustion. Since diesel engines rely on oxygen for combustion, lower air density can lead to incomplete combustion, resulting in reduced fuel efficiency.
2. **Tire Pressure:** In warm weather, tire pressure tends to increase due to the expansion of air inside the tires. It's essential to monitor and adjust tire pressure accordingly and inspect for wear and damage. Underinflated or overinflated tires can increase rolling resistance and decrease fuel efficiency.

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

3. **Aerodynamics:** Warm weather can affect the aerodynamics of the vehicle. For instance, warm air is less dense than cold air, which can reduce air resistance on the truck's exterior. Additionally, warm weather might lead to less dense air, which can impact drag on the vehicle. This can have a positive effect on fuel economy. All LTI trucks and trailers are equipped with side skirts and other body accessories to increase fuel efficiency.
4. **Engine Cooling:** In warm weather, the engine cooling system might need to work harder to maintain optimal temperatures. This increased workload can result in higher fuel consumption. However, modern cooling systems are designed to efficiently manage engine temperatures, mitigating this effect to some extent. The AC should be turned off along with the truck engine when the truck is not in use and the driver is away from the unit.
5. **Driving Conditions:** Warm weather often leads to smoother road conditions, which can improve fuel economy by reducing rolling resistance. But, drivers might be more inclined to use air conditioning in warm weather, which can increase fuel consumption. Drivers are encouraged to adopt fuel-saving techniques such as gradual acceleration, maintaining steady speeds, and avoiding aggressive driving behaviors like rapid acceleration and hard braking.

Utilize cruise control on highways to maintain a consistent speed and reduce fuel consumption.

6. **Excessive Idling:** One of the primary purposes of an APU is to eliminate the need for idling the main engine of the truck when the driver needs heating, cooling, or power for appliances. Idling consumes fuel without moving the vehicle, resulting in wasted energy. By utilizing the trucks APU instead of idling, fuel consumption is significantly reduced, leading to improved fuel economy. Minimize unnecessary idling by turning off the engine during rest breaks and overnight stops. Drivers should also limit how many devices are being plugged in at one time. Running multiple devices (refrigerator, freezer, microwave, hotplate) will drain the battery down and cause the APU to continuously run. Excessive idling will also cause DPF issues. The accumulated soot from idling will clog the DPF filters and require the truck to perform a regen. If the truck is unable to perform a regen, the truck may become derated and require additional repairs to be completed.

The arrival of spring presents a prime moment to harness these insights and integrate them into our daily operations. By equipping our drivers with the knowledge and tools necessary to optimize fuel economy, we not only make significant strides towards minimizing costs but also pave the way for a more sustainable future. As we transition in to the season of renewal, let us seize the potential that Spring offers and propel ourselves toward our goal of maximizing efficiency and profitability on every mile traveled. ■



Gordon Bressler, Mechanic, moving an LTI trailer. Gordon has been with LTI for nearly 12 years!

What Can Drivers do to Reduce Cargo Claims?

By Monica Cruthis, Director of Safety & Loss Prevention

Refrigerated transport is vital for preserving the quality of perishable goods. It can also be a source of great stress when things go awry. Temperature variations during transit can lead to claims that impact profitability, business relationships, and reputations. This article aims to aid truck drivers handling refrigerated cargo to prevent claims and efficiently manage them should they arise. A claim for refrigerated cargo usually involves loss of the entire load.

Temperature Variation and Refrigerated Cargo Claims:

The integrity of refrigerated cargo is highly dependent on maintaining appropriate temperatures throughout transportation. Even minor fluctuations in temperature can compromise the cargo, leading to spoilage, rejection, and ultimately, claims against LTI. A claim for refrigerated cargo usually involves loss of the entire load.

Preventative Measures for Truck Drivers:

Inspect the Equipment:

Before setting off, conduct a thorough inspection of your reefer unit. Ensure that it's functioning correctly and that the temperature controls are set to the specifications of the cargo you're carrying. Check for any possible points of malfunction or damage that could compromise the cargo.

Inspect the Cargo:

Assess the cargo before loading. Ensure it's at the correct temperature and shows no signs of spoilage or prior damage. Document the condition with photos and notes so that any claims can be addressed with evidence.

Communicate Conditions:

Establish a line of communication with dispatch regarding any special conditions noted during cargo inspection. If temperature requirements are different from standard procedures or if there are any anomalies, make sure these

conditions are clearly communicated. Do not leave the shipper until any issues with the cargo are resolved.

Monitor Reefer Temps:

You should continuously monitor the temperature of the reefer unit. Immediate actions can prevent a full-blown claim if temperatures begin to deviate from their set points.

Review Bill of Lading (BOL):

Before departure, match the temperatures on the BOL with the dispatched instructions. Any discrepancies should be rectified before transit commences to avoid any confusion that could lead to a claim.

Process For Handling Refrigerated Cargo Claims:

1. **Immediate Reporting:** If you suspect that the cargo has been compromised, immediately report any overages, shortages, and damages (OS&D) using the driver document report on your tablet.
2. **Notification to LTI Personnel:** Inform your Fleet Manager and the Safety Department about the situation. Timely notification is essential to mitigate further loss and initiate the claim process.

3. **Documentation:** Gather and submit all the necessary documentation relating to the cargo in question. Take pictures and document the condition of the cargo with detailed notes. The more information we have, the faster and easier the claim can be addressed.
4. **Follow-up Communications:** Stay in touch with the Fleet Manager and the Safety Department for any follow-up information or actions that may be required.

Prevention through diligent checks, consistent monitoring, and clear communication is key in handling refrigerated cargo. Should a temperature-related claim arise, it is crucial to act swiftly and follow the outlined process. Effective handling not only aids in managing the immediate issue but also helps in establishing trust and reliability which is indispensable in a carrier's service reputation.

Remember, your role is instrumental in delivering quality, and with these guidelines, you can shield yourself and LTI from costly cargo claims. Keep your cool and drive safe! ■



Left: Mario Green, a driver who recently took a step toward leasing his own truck
Right: Returning driver, Jasmon Gates

Health & Wellness:

Tips to Maintain a Healthy Diet on the Road

It can be difficult to maintain a healthy diet while on the road due to limited food options, the abundance of fast-food options, and the ever-changing sleep cycles of truck drivers. However, with some planning and smart choices, truck drivers can still maintain a healthy lifestyle. Here are some tips for maintaining a healthy diet while out on the road:

Plan Ahead: Take time to plan out your meals and snacks ahead of time for the day or week. Packing healthy snacks and meals in advance can help reduce the temptation of fast food restaurants. Keep a supply of healthy snacks in your truck, such as nuts, seeds, dried fruit, whole grain crackers, yogurt, hummus, and cut-up vegetables. Having nutritious snacks on hand can help curb hunger between meals and prevent unhealthy food choices.

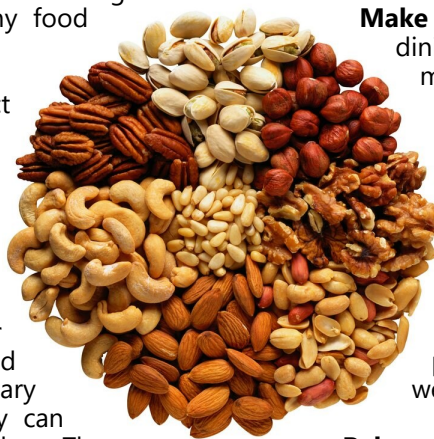
Choose Nutrient-Rich Foods: Select foods that are rich in nutrients and provide sustained energy, such as fruits, vegetables, lean proteins, whole grains, and healthy fats. These foods will help keep you feeling full and satisfied throughout the day.

Stay Hydrated: Drink plenty of water throughout the day to stay hydrated and maintain energy levels. Avoid sugary drinks and excessive caffeine, as they can lead to dehydration and energy crashes. The U.S. National Academies of Sciences, Engineering, and Medicine determined that an adequate daily fluid intake is: about 15.5 cups (124 oz) of fluids a day for men and about 11.5 cups (92 oz) of fluids a day for women.

Limit Fast Food and Junk Food: While it's okay to indulge occasionally, try to limit your consumption of fast food, fried foods, sugary snacks, and other unhealthy



options. Instead, focus on nourishing your body with wholesome, nutritious foods.



Make Smart Choices at Restaurants: When dining out, look for healthier options on the menu, such as grilled chicken, salads, soups, and vegetable-based dishes. Choose smaller portion sizes and ask for dressings and sauces on the side to control your intake of calories and unhealthy fats.

Practice Portion Control: Be mindful of portion sizes, especially when eating out or snacking on the road. Avoid supersized meals and opt for smaller portions to prevent overeating and maintain a healthy weight.

Balance Your Meals: Aim to include a balance of carbohydrates, proteins, and fats in each meal to provide sustained energy and promote satiety. Choose whole foods over processed options whenever possible.

Use Travel-Friendly Cooking Appliances: Consider investing in travel-friendly cooking appliances, microwave, or slow cooker. These tools can help you prepare healthy meals and snacks on the go.

Practice Moderation and Flexibility: While it's important to prioritize healthy eating, it's also essential to allow yourself some flexibility and enjoy your favorite foods in moderation. Strive for balance and consistency rather than perfection.

By incorporating these tips into your daily routine, you can maintain a healthy diet while on the road and support your overall health and well-being as a truck driver.

For some tips on boosting your heart health, check out page 14! ■



Upcoming CVSA International Roadcheck 2024

By Heather Lockhart, Safety Manager

This year's 72-hour CVSA International Roadcheck is happening May 14-16. This mandated enforcement initiative is operated in the United States, Canada, and Mexico. Majority of inspections during this event are level 1 meaning it is the most extensive inspection and expect to be stopped at a scale house, rest area, mobile area, or outside large customers. Every year the focus changes, last year was ABS and cargo securement with this year being the tractor protection systems and alcohol and controlled substances possession. Please remember that a level 1 is a 37-step inspection which includes the following:

- vehicle's brake systems
 - cargo securement
 - coupling devices
 - driveline/driveshaft components
 - driver's seat
 - fuel and exhaust systems
 - frames
 - lighting devices
 - steering mechanisms
 - suspensions
 - tires, wheels, rims, hubs
 - windshield wipers
- The inspector will check the condition of the seat belt and ensure the driver is wearing their seat belt properly and it's fastened. Note: Everyone in the commercial motor vehicle, including passengers and co-drivers, must be wearing a fastened seat beat.
 - The driver's overall condition will be observed for illness, fatigue or other signs of impairment.
 - **The inspector will look for any unauthorized passengers.**
 - Inspectors will check the driver's medical examiner's certificate and skill performance evaluation certificate (if applicable) and verify their validity. The inspector will also check for corrective lens, hearing aids and any other physical limitations indicated on the driver's license.
 - The inspector will collect the



driver's license or commercial driver's license (CDL), and check the expiration date, class, endorsements, restrictions and status.

- The inspector will query the Federal Motor Carrier Safety Administration's Drug and Alcohol Clearinghouse to ensure the driver's license is not suspended or cancelled.
- HOS – IS YOUR SHIPPING AND TRAILER NUMBER ON YOUR LOGS OR JUST THE DVIR (home page)?

Requirements for Tractor Protection Systems

- Every commercial motor vehicle equipped with an air brake system and used to tow a trailer with air brakes must be equipped with a tractor or towing-vehicle protection system.
- The test will only be performed

on a vehicle that is towing a trailer equipped with an air brake system.

- Trucks and buses that are incapable of towing trailers are not required to have these systems.
- Air-braked power units converted to tow trailers equipped with air brakes from a non-towing operation must have these systems properly retrofitted into the air brake system.
- Air escaping from either the supply/emergency or service/control gladhand line of any vehicle equipped to tow an air brake-equipped trailer indicates the unit has a defective tractor protection system and the vehicle is in an out-of-service (OOS) condition. ■



Throwback picture of a 2006 Freightliner "Grey Beast", back when LTI's fleet consisted entirely of grey trucks before we switched to the white color used today.

Technology Overview at LTI

By Bill Riley, VP of Operations

Interaction between employees at all levels is an important, irreplaceable piece to our operations and our core values. As we move further and further into a computerized, and now AI world, we have technology doing more and more automated and advanced tasks to increase the quantity and quality of these interactions. I would like to touch on a couple of different systems, programs, and technology updates that we have and how they interact with your daily work.



McLeod

McLeod is our Transportation Management System (TMS). It is one of the most popular TMSs in North America for trucking companies, with over 1,200 companies using their software. The TMS is the system that holds all the information for the customers, loads, tractors, trailers, locations, and drivers. This is also the basic system that all the other systems talk to and that drivers are dispatched out of. McLeod is the system that your Fleet Manager lives in; they spend 80-90% of their day in this system, sending loads to drivers and messaging them. Within McLeod, most of our customers are linked through an Electronic Data Interchange (EDI) connection. The EDI gives customers real time information on when a driver arrives or departs a shipper or consignee. When you break the geofence for a location, it sends a message to the customer, and then again when you send in the loaded or empty calls. Many

customers grade carriers by how quickly these calls are received by the customer, which is one reason that it is important to send the documents in at the correct times and not hours later. The EDI connection also connects with Fourkites, Project44, and MacroPoint to give our customers visibility of their cargo while in transit. These connections allow them to track the load from the shipper to the consignee to make sure that it is safe and proceeding as scheduled.

Manhattan

Several years back, LTI invested in several TMS add-ons from Manhattan, a leading supply chain technology company. One of these tools is a load planning software that looks at all the loads available near the driver's delivery and recommends the best loads available for that driver based on Hours of Service, home time requests, deadhead, and loads available. This system also helps to identify loads that have excess transit and recommends them to be split if they are passing through an approved area for splitting loads. I know sometimes you might want to blame your Fleet Manager for the load that you received, but really a computer recommended you the load, the Load Planner reviewed the recommendation and then sends the load to the Fleet Manager, who makes sure that you are able to legally run the load and double checks that it doesn't have any conflicts. The computer systems recommending the load is taking into account a huge number of datapoints to intelligently provide the most optimal option.

Another Manhattan tool helps the Operations Department identify loads that are at risk of being late and identify other drivers that could rescue or repower the load and make on-time-delivery to ensure that we are able to continue to provide a high level of service to our customers. These programs are always being fine-tuned and adjusted as our network, customers, and other outside factors continue to change so that we are

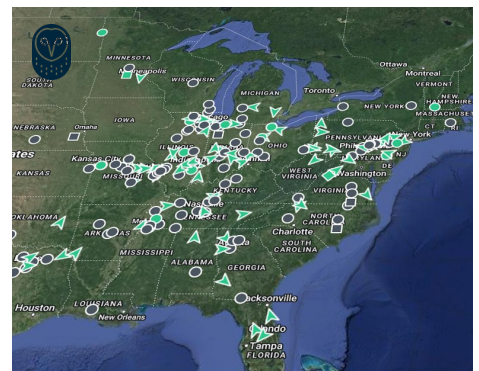
always able to deliver on the promise we've made to our customers.

Orbcomm

All our refrigerated trailers are equipped with trailer tracking and temperature monitoring equipment from Orbcomm. This allows the Operations Department to monitor the temperature of the load during transit from the shipper to the consignee, while also allowing the Maintenance Department to monitor the trailer for any alarms that might go off while the trailer is in transit or while sitting on a customer's lot. This is an added benefit, because this means that while you are sleeping, someone is still watching the reefer to make sure that the product is safe. By being able to monitor the temperature, LTI is able to ensure that we are in compliance with the Food Safety Modernization Act and more importantly that all of the food products that we deliver are safe for consumption.

Samsara

Two and a half years ago many of you remember when we made one of our biggest changes in recent years as we switched from the Omnictracs Intelligent Vehicle Gateway (IVG) system that we had for around 10 years to the Samsara ELD system. This was a major undertaking as we all had to learn a new system with new procedures. Samsara has proven to be a true leader in the technology sector and has proven to be an easier ELD system than the previous one. Along with switching to the Samsara ELD system, we also added the Samsara forward facing cameras at the same time. These cameras have been a



game changer by allowing LTI to be able to better defend our drivers from frivolous accident claims or lawsuits, and for our Safety Department to better coach drivers on ways to improve their driving skills or different techniques to be safer on the road. Samsara also offers an open application programming interface (API) which means that it can freely share data from the tractor's ECM and ELD to other applications. This makes it easily integrated with all our other systems and allows LTI to use the data to analyze the fleet to improve the efficiency of the company.

WEX

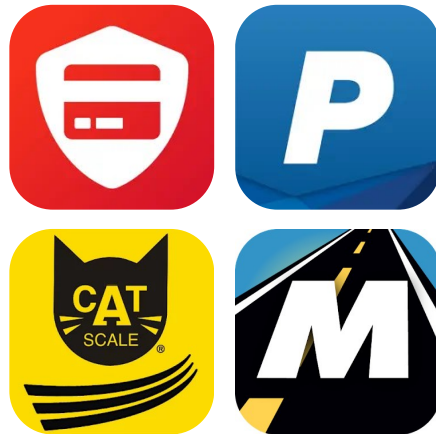
We partner with Electronic Funds Source (EFS), which is part of the Wright Express (WEX) corporation for our fuel transactions, to pay for scales, lumpers, and other miscellaneous charges while on the road. Over the next several months, LTI and EFS will be rolling out some updates to our services. One of these changes will be the ability to use your fuel card to pay for lumpers instead of having to give them a money code. You will still be required to send in a lumper request to notify LTI that there was a lumper charge so that we can properly bill the customer, but you will not have to wait for the reply from the Fleet Manager with the wire code. You will simply swipe your card and enter an email address that we will provide, and you will be on your way.

Another change that will be coming is proximity fueling. This is to reduce the chances of any fraudulent fuel transactions on the fuel cards. If the fuel card is not within a certain distance of your truck's GPS position, the card will not work. Unfortunately, that means that you will also not be able to take a cash advance if you are not near your truck.

Apps:

McLeod Mobile App

McLeod Mobile App was added several years ago to allow drivers to communicate with their Fleet Manager and see load information when they are out of the truck or on home time. This app is also great for uploading paperwork. When you



select your load, it tells you at the top of the load if the BOL has been uploaded or not. If it says BOL needs attention, you need to upload the paperwork, so you get paid for the load on Friday.

WEX CardControl

WEX CardControl is an app that is made available to LTI and our drivers as a benefit from our fuel card provider. This app is a no brainer for all Owner Operators and Lease Purchase drivers as it shows the true price of fuel that LTI pays at the pump after all discounts, which is the same price that the Owner Operators and Lease Purchase drivers pay. This will help them save money by locating the best fuel stops to fuel at as all discounts are not equal. You can put in your starting position and your destination, and the app will highlight the cheapest fuel along the route for you. Even as a company driver this is a valuable tool, because when you fuel at the right locations and work to save money, that is more money that LTI has to reinvest in better equipment or to increase driver incentives and benefits.

CatScale

While the Cat Scale App is not an LTI app and is free to everyone, it is a very useful app to link with your EFS fuel card to pay for scales. It can save you time by not having to make unnecessary trips back and forth to the truck stop counter to pick up the scale slip. It will show right on your phone or tablet and let you know right away that you are legal or that you need to adjust.

Paychex

We use Paychex to process our payroll weekly. There is a Paychex app that you can download on your phone or tablet from the app, you are able to see and change your direct deposit information, tax information, and address. If you login to the website from a computer, not from a phone or tablet, you will be able to enroll or update your beneficiary information for your insurance and benefits.

Driver Resources

Whether you are on the tablet in your truck or on the McLeod mobile app there is a link to the LTI Driver Resource page on our website. This page has many useful links and is updated regularly with new information all the time. It has a contact list with the most common names and phone numbers that you would need. It also contains links for many of the useful apps that are discussed in this article. Under Driver Documents, it contains blank trip sheets, directions on how to sign up for insurance, the driver handbook, all required insurance certificates for your truck, Samsara's user manual, and useful information for what to do after an accident. It also includes a map of the US, that has each state hyperlinked to the state's traffic website so that you can stay updated on any state's traffic conditions prior to going. And finally, we post digital copies of all our past Mile Markers for your reading pleasure.

LTI is committed to investing in technology and strategic partnerships to improve the work life of our drivers while also providing our customers with a high level of service. As the industry continues to evolve at an ever rapidly changing pace, there is one thing that we at LTI know that we will always be able to count on: our drivers. We appreciate you and all that you do, and we could never replace you. ■

Health & Wellness:

3 Ways to Boost Your Heart Health

Heart disease continues to be the leading cause of death for both men and women in the United States. In fact, the Centers for Disease Control and Prevention (CDC) reports that heart disease causes 1 in every 5 deaths. Heart disease refers to several different types of heart conditions. Coronary artery disease—caused by plaque buildup in the walls of the heart’s arteries—is the most common. Other forms of heart disease include heart attack, heart failure, arrhythmia and congenital heart defects.

The symptoms of heart disease can vary, and some people may not even know they have a heart condition until they have a heart attack. Red flags include shortness of breath, chest discomfort, difficulty with speech, heart palpitations and sudden loss of responsiveness.

Exercise Your Way to a Healthier Heart

Certain uncontrollable factors increase your risk of heart disease, including age, sex and family history. However, other factors that increase your risk for heart disease—such as stress, inactivity, obesity, diabetes, smoking and a poor diet—are controllable.

A healthy diet and lifestyle are the best ways to fight heart disease, so consider incorporating these three types of exercise into your routine to improve your heart health:



Aerobic exercise improves circulation and can help your cardiac output. Get at least 30 minutes a day of heart-pumping moderate activity—like brisk walking, dancing or cycling—at least five days a week.

Resistance training with weights, bands or body weight at least two nonconsecutive days per week can help create leaner muscle mass. When paired with aerobic activity, you can raise your good cholesterol levels and lower bad cholesterol levels.

Flexibility workouts (e.g., stretching and balance) are critical for musculoskeletal health. It’s important to stay flexible and free from joint pain so you can maintain your regular aerobic and resistance workouts.

Keep in mind that the overall pattern of your life choices can determine your heart health. Contact a health care professional to find out your risk for heart disease or for more information. ■

One American dies every
33 seconds from heart disease,
according to the CDC.



Get Your Name on Your Truck

Would you like to give your truck some personalized flair? Our shop would like to add that extra touch to your rig with custom name decals.

LTI is now offering custom name decals to be added on truck doors for any drivers who would like to have that customization and show more ownership of your equipment.

If you would like to get your name added to your truck door, please

reach out to the Maintenance Department. You can send an email to ltishop@litrucking.com or call 314-274-5963.

Decals should be requested in advance and are only available Mon-Fri, during your scheduled service. Please ask a Maintenance Associate for additional details. ■



Happy Birthday to You!

April

Cadee Velten
Lagina Daniels
C'Artris Mcmath
Ian Mulcahy
Mario Green
Travis Rood
Randall Kutchma
Mark Rosenkoetter
George Rucker
April Defell
Rashad Stewart
Phil Hamel
Tod Owens
Dennis Vanmeter
Ronaldo Cenejuste
Lloyd Jason
Leroy Grandison

Lesa Bault
Richard Layton
Martin Jing
Sheril Pringle

May

Christopher Price
William Vest
Billy Felchlin
Ryan Dodd
Kurtis Hurst
Kathleen Lansing
Anne Robbins
Chrisell Ford
Innocent Rutsinzi
Antoine Huether
Roy Melinchak
Carl Larue

Zachary Sanders
Jeff Snelling
Timothy Terrell
Martin Wenger
Maudi Newman

June

Isaac Haynes
Kenneth Price
Aaron Lewis
Lori Cornelison
James Moad
Aimee Inman
Jimmie Kelley
Michael Brown
Jimmie Kelley
Thomas Hunsberger
Carmelo Garrett

Laketa Fry
Roy Vinzant
Cathy Carter
Cornelious Brookens
Wayne Edwards
Manavgeet Singh
Arthur Houston
Sherry Hehle
Marquis Daniel
Kyle Fickel
Clarence Rhodes
James Tunstall
Amber Nattier
Chevonte Armstrong
Brian Dancy

Upcoming Anniversaries:

1 Year

Giordany Alexis
James Allen
Jeremey Allen
Chevonte Armstrong
Justin Braneky
Cornelious Brookens
Michael Brown
Courtney Butcher
Kuwyn Diggs
Matthew Dunn
Billy Felchlin
Kyle Fickel
Thomas Floyd
Joshua Fuoss
John Jackson
Gary Parker
Alfred Robinson
Carmel Smith

Lorenzo Watson
Eduardo Wells
Aaron Williams
Rolanda Wisdom
Dabreisha Young
James Young
John Zorn

2 Years

Lashanda Carter
Chrisell Ford
Jerome Foster
Carmelo Garrett
Lawrence Hoadley
Christopher Long
James Mcgary
Thomas Mercer
Darek Sellers
Manavgeet Singh

Aarika Taylor

3 Years

Jessica Kovarik
Robert Rackley
Jean Solfest

6 Years

Garney Pinnix
Christopher Price
David Teddlie

7 Years

Christopher Selby

8 Years

Steven Haas
Zachary Sanders

12 Years

Colette Hehle
Steve Wiggins

21 Years

Jo Ann Collins

28 Years

James Marshall

35 Years

Richard Wylie

40 Years!

Sherry Hehle

What Would You Like to See in the Mile Marker?

Give us your suggestions on how to make the company newsletter better by emailing christian.civello@litrucking.com



The Mile Marker 24.2