



THE MILE MARKER

Company Newsletter | Summer 2024



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The Cover

LTI THE MILE MARKER
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This Mile Marker's cover features Winston Stokes, who has been a great addition to our Regional Fleet since joining in June.

shortages, we are seeing more loads being moved and driver mileages increasing beyond what they were a year ago. Another example is our service – the new industry standard is no longer at 90% on-time delivery, but rather 93% and greater. We have therefore raised our own bar internally. Over the last three months specifically, I am thrilled to see a dramatic improvement in on-time delivery: going from 88% in April, to 90% in May, to 93% in June.

Message from the President

Greetings to all LTI stakeholders; we are at the midpoint of 2024. Time flies when you are committed to, and engaged in, taking on the challenges of the industry. And that is exactly what you all have been doing.

Across the board, I am seeing the grit and dedication of all team members. Not only are we getting through tough industry conditions, we are improving as an organization.

Look at our productivity – in an environment that has been defined by freight

These are fantastic results and definitive signs of our organization heading in the right direction. And they are direct byproducts of the attention to detail and the efforts of our LTI team. Our drivers are rolling up the sleeves and putting in the miles; our Fleet Managers are displaying great vigilance over their fleets; our Load Planners are closely monitoring in/out market balance and trailer supply; our Customer Service Reps. are detailed in booking pickup/delivery appointments; our support groups are on top of repairing equipment, billing customers, attracting talented drivers, keeping our fleet safe, processing settlements, and so much more.

It is exciting to see everyone come together for the efficiency and overall benefit of our organization. Let's continue to look out for the best interests of our company – by doing so, the natural extension is that we look out for the best interests of our drivers, of our customers, and of all LTI stakeholders. There is a lot of opportunity to look out for the best interests of LTI this summer. As our managers detail in these Mile Marker articles, we need to be conservative with out-of-route fuel, economical in idling fuel, compliant with load security, watchful of our equipment, and smart with all company resources. By doing this, we are solidifying a competitive edge for LTI.

Thank you again for your efforts and dedication to our organization. Let's keep it up!

Camden Civello
President

LTI Trucking Services, Inc. ■

Safety First

By Monica Cruthis, Director of Safety & Loss Prevention

As we dive into the third quarter and gear up for insurance renewal season, we have some important updates and reminders to share. Let's continue our fantastic work and stay focused on safety!

Key Updates:

Significant Improvements in Safety!

We're thrilled to announce that our LTI drivers have experienced fewer accidents this year compared to previous years. Thank you for your hard work and dedication to safety. Your efforts not only protect you but also make the roads safer for everyone. Let's keep the momentum going and aim for another record-breaking year together!

New Monthly Safety Training

Did you catch the news in your

Weekly Update Email? We're introducing new monthly safety training! These sessions are designed to enhance safety and procedural understandings at LTI. Training materials will be sent to your inbox each month, and you will have several weeks to complete them. Look out for the July edition!

Important Reminders:

Use Padlocks to Secure Your Loads

Cargo theft is hitting record highs—it's time to lock it down with padlocks! This simple move is your first line of defense against pricey cargo claims. Remember, if thieves strike, it's usually a total loss. So, protect your cargo and prevent costly cargo claims against LTI!

Call to Action

We rely heavily on you, our dedicated drivers, to be our eyes and ears on the road. Your vigilance and proactive measures are vital in continuing to improve safety and reduce claims. Let's continue to work together to make our roads and our company safer for everyone.

Stay safe and keep up the excellent work! ■



Understanding Idle Procedures

By Brandon Jacoby, Director of Maintenance

Idle procedures are a critical yet often overlooked aspect to maintaining the performance, efficiency, and longevity of a truck. It is crucial to understand and implement effective idle procedures.

What are Truck Idle Procedures?

Truck idle procedures refer to the guidelines and actions taken when a truck is not in active use but is still running or in a standby mode. These procedures are designed to minimize fuel consumption, reduce wear and tear on the engine, and ensure that the truck is ready for operation when needed.

Importance of Idle Procedures

1. Fuel Efficiency

Idling consumes a significant amount of fuel, which can lead to increased operational cost. Limiting idle time will help to reduce unnecessary fuel consumption and contribute to cost savings. If you notice that your truck is excessively idling, please contact the maintenance department to address the issue. The acceptable idling levels are as followed:

- 1 to 1.5 hours / day is acceptable
- >1.5 hours / day is excessive

2. Engine Longevity

Prolonged idling can cause engine wear and tear, leading to more frequent maintenance and a shortened lifespan. Improper idle times can cause excessive soot buildup resulting in DPF clogging and 1-box failure. The 1-box is an assembly that holds the aftertreatment system. When the DPF filters become clogged, it will prevent the truck from performing a Regen. The truck will become de-rated and will require a dealership to perform the proper repairs.

3. Idle Shut off Parameters

LTI trucks are equipped with idle reduction technology such as, automatic shut off systems and APU units. All trucks are set to automatically shutdown after 5 minutes of idle.

4. Optimized Idle

Setting your Optimized Idle allows the truck to stop and start automatically to recharge the system's batteries and maintain proper temperature levels. To set your truck to Optimized Idle:

- With truck off, put the key in the On position
- Using the arrows on the left-hand side of the steering wheel, arrow over twice to the truck icon on the dash (vehicle settings)



- Press OK twice
- On the bottom of the screen, press ok to enable Optimized Idle
- In the lower part of the screen, you will see a green engine with an arrow around it signifying that optimized idle is enabled



5. APUs

An APU (Auxiliary Power Unit) is a small motor capable of producing the power needed to keep the heating or cooling systems running and operate interior appliances without the need to run the trucks engine. The APU is meant to maintain but not increase or decrease temperature. Please follow these steps to operate the trucks APU:

- Park the truck and keep it on
- Idle and use AC to cool the cab
- Turn the engine off to stop idling
- Draw the curtains

- To turn on APU, press and hold the power button on the bunk AC for a few seconds. Select your desired temperature and fan speed by rotating the temperature and fan speed knobs. Should the batteries get low enough, the Optimized Idle will kick in, start the main engine, and charge the batteries
- Set truck to Optimized Idle



Effective idle procedures are vital for enhancing fuel efficiency, preserving engine health, and reducing environmental impact. By implementing best practices such as limiting idle time, using APU's and staying educated on idle procedures, drivers can help to optimize truck performance and longevity. Adopting these procedures not only leads to cost savings but also ensures compliance with regulations and contributes to a more sustainable operation. Investing in proper idle times is a proactive step towards achieving operational excellence and environmental responsibility in the trucking industry. ■



One of LTI's outstanding drivers, Tod Owens, who has been with LTI for 7 years!

The Logistics Environment

By Deidra Sanders, Director of Logistics

In today's fast-paced economy, third-party logistics providers play a pivotal role in ensuring the smooth operation of businesses. From managing the flow of goods and services to optimizing supply chain processes, 3PLs have evolved into a critical component of organizational success. This article explores the factors contributing to the growth of logistics, both internally here at LTI and in the greater industry, as well as challenges and strategies that providers can adopt to enhance capabilities.

1. Cross-Border and Globalization:

As our customers expand their operations across borders, the complexity of supply chains increases. Managing international shipments, customs regulations, and diverse transportation networks necessitates a robust logistics utilization. Cross-border commerce and international shipping happen across many different modes of transportation and along many different points of entry around the world. Cross-border truckload shipping specifically between the U.S. and Mexico has grown significantly in volume and importance in recent years.

Nearshoring is a strategy used to bring the production of goods closer to the final consumer and Mexico has become an ideal landing spot for companies domestically here in the U.S. to do just that. For the first time ever, in 2024 Mexico stood above all other nations as the #1 trade partner with the United States, and nearshoring has been a prime reason for that. There are several contributing factors that make nearshoring in Mexico attractive to U.S. based companies: improved infrastructure, increased language compatibility, access to an educated/skilled labor force and favorable trade agreements (USMCA – a revised/updated version of NAFTA) just to name a few. Some predictions indicate Mexican exports to the U.S. could grow by as much as 33% in the next 5 years and that type of impact on North American truckload carriers will be tangible. So, as we look at new opportunities for growth and increased customer service offerings, cross-border

truckload shipping is an area of focus and a new potential frontier for LTI Logistics Services.

2. Intermodal Capabilities:

Each year, a fleet of more than 34.5 million containers circling the globe is responsible for moving more than half a billion shipments between shippers and customers worldwide. It is estimated that 95 percent of the world's manufactured goods, at some point, travel intermodally before arriving in the hands of the customer. At more than \$40 billion, the North American intermodal market is the largest in the world and therefore an essential piece to any logistics strategy.

Our logistics department has recently been set up with pricing capabilities for both CSX and Loup (Union Pacific). This will assist the logistics department in pricing intermodal lanes for door-to-door capabilities. We are excited to work with our sales team to get these opportunities and execute them well.

3. Pricing for Our Customers and Carriers:

From pricing for spot opportunities, to organic growth, RFPs, and mini bids, we will need to be focused on expanding load counts for our current carriers as well as developing new carriers simultaneously.

- **Strengthen Supplier Relationships:** Building strong partnerships with customers and carriers enhances collaboration and improves supply chain resilience.
- **Focus on Workforce Development:** Investing in training and development programs for logistics personnel can improve efficiency and job satisfaction. Additionally, leveraging automation can help address labor shortages.

The growth of logistics is a testament to its critical role in operations. By addressing the challenges and adopting strategic initiatives, we can unlock the full potential of our own capabilities. In an increasingly competitive market, a robust and efficient logistics division is not just an operational necessity but a strategic imperative for success. ■





Introducing David Gitto, Director of Sales

By Lesa Bault, VP of Sales

I'd like to introduce you to our new Director of Sales, David Gitto. David has been in the transportation industry for 10 years. He has experience in Operations, Customer Service, Carrier Sales, and Customer Sales. He's come to us from Sync National Logistics as the Director of Carrier Sales.

David grew up in Southwest, St Louis and now calls The Hill his home. David graduated with a business degree from Regis University in Denver, CO. He has been happily

married for 10 years and has an 18 year old fur baby named Lilly.

Dave's first day with LTI was June 3rd and has already hit the ground running. We are very excited to have him as part of our team and he will be a great asset to the company's growth and success. Please welcome David to the LTI family! ■

Sustainability in Trucking: LED

By Bill Riley, VP of Operations

Several years ago, LTI, in partnership with Ameren, switched over the entire shop from fluorescent light bulbs to LED lights. This not only helped reduce the number of times that someone had to be hoisted 40 feet into the air to change a bulb, but also reduced our CO2 emissions and reduced the amount of toxic chemicals (mercury) that we are putting into the landfills that could possibly reach our water systems one day.

When designing the new headquarters and Drivers Lounge, it was important to stay on budget; with large projects such as this it is often easy to have costs overrun. But it was also important for us to make sure the building was environmentally friendly, and that the contractor keep sustainability at top of mind in developing our plans. Throughout the new building, all the lights are LED, which reduces our CO2 emissions by over 330,600 kg over the life span of the bulbs when compared to incandescent bulbs. This is equivalent to almost 7.5 million miles driven by an average passenger vehicle.

We do not stop there though, at LTI we also choose LED bulbs for our tractors. By using LED bulbs, we give our drivers the best visibility possible as the LED light is whiter than halogen or xenon bulbs. It has the coolest color compared to the other options which means that the light shines brighter. The bulbs also last almost twice as long which allows for more uptime for the truck and less waste in the landfills.

LED lights have numerous benefits and while they were originally met by many people with some hostility due to the higher upfront costs, the longer life cycles and reduced energy savings results in a long-term savings if you are able to capture the full life cycle of the bulb. While LED lights may be mercury free, they do contain arsenic and lead in them, but the longer life cycle and the smaller size of the light bulbs should be better long term for the environment than the previous alternatives. ■



Clarence Rhodes has been with LTI for 12 years. He's worked as a local driver, an over-the-road driver, and most recently, our truck recovery driver.

A natural effect of having a large fleet spanned across the country is having trucks scattered about that need to be brought back to our terminal. Clarence Rhodes is the guy who travels to these trucks, wherever they may be, and brings them back here. This important work keeps our fleet running, no matter the circumstances.

The work Clarence does is incredibly valuable, and difficult, and we are greatly appreciative of it. Thank you Clarence!

Health & Wellness:

Improving Your Relationship With Your Phone

Smartphones have made our lives so much easier, but they can also impact our physical and mental well-being. To build a healthier relationship with your phone, try the following strategies:

- Turn off notifications. Disable notifications for social media apps or mute group chats to avoid being tempted by distractions.
- Check at specific times. Create achievable boundaries by checking your phone at certain times or leaving your phone in another room.

- Avoid use before bed. Try to cut down on phone use in bed or right before sleeping. The bright screen can signal to your body that it's time to be awake, so you may have trouble falling asleep or experience lower sleep quality.

Start small to create an action plan that works for your life and schedule. ■



Voting as an OTR Truck Driver

By Bill Riley, VP of Operations

We are only four months away from the next Presidential election, and whether you are a diehard blue or red supporter, or don't like politics at all, it is important to exercise your right to vote and influence positive change in our government.

As a truck driver, it's hard to know your availability, or even what state you'll be in, come election day. Now is the time to learn and prepare for absentee ballot voting should you choose to exercise your right come election time.

There are available options that allow over-the-road drivers to cast a vote even if you can't physically attend a polling station on Election Day. First, make sure you are registered to vote. Registration deadlines vary from state

to state, but the sooner the better. Then, there are several options on how to vote that allow you to work around the geographical barriers of an OTR driver. Varying from state to state, options include absentee voting, early voting, and all-mail voting. Most states make their set of available options clear and accessible on their websites. A quick online search will show you what your state offers.

Voting is important. Elections at all levels of the government affect you as an individual and as a truck driver:

The President of the United States oversees appointing individuals to the Department of Transportation, such as the Secretary of Transportation, the Administrator of the Federal Highway

Administration, the Administrator of the Federal Motor Carrier Safety Administration, etc. These individuals help form laws, regulations, and policies that influence how truck drivers and companies operate. These organizations are involved in regulations surrounding ELD mandates, speed restrictions, HOS regulations, Drug & Alcohol Clearinghouse, and more.

As a citizen, it's good to make your voice heard, whatever it may be, and to make the proper preparations beforehand to allow that, for wherever you may find yourself come election day. ■



Photos from the Road, taken by Joseph Vaughan (left & center) in Fairwater, Wisconsin, and Ron Biddle (right) in Carlisle, Kentucky. Never seen an LTI truck hauling a flatbed? Stay tuned for an exciting announcement!

The Importance of Tire Inspections

By Brandon Jacoby, Director of Maintenance

In the trucking industry, the safety and efficiency of truck fleets are paramount. Among the critical components of these vehicles, tires play a crucial role in ensuring safe and efficient transportation. Regular tire inspections are essential for maintaining the integrity and performance of the truck, as well as, ensuring the safety of the driver and other road users.

Why Tire Inspections Matter

Tire inspections are a critical aspect of routine maintenance. Truck tires receive significant wear and tear caused by driving extensive miles and carrying heavy loads. Regular inspections can help to identify potential issues before they become major problems. Tires should be inspected on every pre-trip, post-trip, and scheduled maintenance service. These inspections can help to prevent blowouts, accidents, out of service violations, and delivery delays.

What to look for?

1. Tread Depth

Adequate tread depth is essential for maintaining traction, especially in harsh weather conditions. Tread depth is measured using a tread depth gauge. Steer tires require a minimum tread depth of 4/32nds while drive tires require a minimum of 2/32nds to avoid an out of service violation. When checking tread depth, make sure you do not have your gauge sitting on top of a stone injector tab or a tread wear bar. That would throw off your tread depth reading.



2. Tire Pressure

Proper tire inflation is vital for optimal performance and fuel efficiency. Under-inflated or over-inflated tires can lead to uneven wear, reduced fuel efficiency, and increased risk of blowouts. Changes in outdoor temperature can cause fluctuation in tire pressures. It is important to monitor tire pressures daily. Tire Pressure Monitoring Systems (TPMS) are installed on all LTI trucks. The tire pressures can be viewed on the trucks dashboard screen.



3. Visual Damage

Tires can be inspected by following the ABC's (Abrasion's, Bulges, and Cuts). Inspect the inside wall, outside wall, and tread design of the tire. Inspecting for abrasions, bulges, and cuts can help to identify potential weak spots that could lead to tire failure.

4. Alignment and Balance

Misalignment can cause uneven tire wear and affect the handling of the vehicle. Unbalanced tires can lead

to vibrations and additional strain on the suspension system.

5. Valve Stems and Caps

Inspect valve stems to verify they are in good working condition and that caps are present. This will help in maintaining tire pressure and preventing air leaks.

Tire inspections are a vital component of vehicle maintenance, impacting safety, fuel efficiency, and operational costs. By prioritizing regular and thorough inspections, LTI can ensure the reliability and safety of our fleet. Taking tire inspections seriously is not just a good practice; it's an essential one. ■



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

Happy Birthday to You!

July	Gary Parker	Dale Visser	Matthew Herrmann	Richard Donk
Katie-Marie Mettill	Alpha Sangare	Sandra Snowden	Jessica Kovarik	Ralph Parker
Keyon Davis	Eric Bourdeau	Scott McClintock		Everoy Peart
John Hobbs	Kjrsten Ector	Norman Nelson	September	Todd Lovallo
Kimberly Aylward	Pamela Fryer	Desmond Ritchie	William Fryer	Thomas Pinkston
Brent Tornatore	Waymon Daniels	Danny McMillan	Larry Rutherford	Enrique Vega
Darryl Losh	Austin Williams	Damon Hutsona	Katie Mulholland	Travis Murray
Frank Milos	Amanda Hearn	Gary Veach	Giordany Alexis	Sherie Byrd
Gerald Stearn	Robert Moody	Mellodi Coll	Mark Davison	Carmen Rodriguez
Ray Gordon	Dennis Loux	Daniel Burg	Steve Wiggins	Marlon Alpizar
Camden Civello		Loren Thompson	Nicole Harper	Padilla
David Gitto	August	Donald Sheets	Gabriel Newman	William Bowling
Cardarius Parrott	Nicole Fray	Steve Ward	Lashanda Carter	Darin Thomas
Craig Brennfoerder	Richard Wylie	David Peralez	Angela Wallis	
Kevin Cantrell	James Young	James Smith	George Johnson	
Michele Pierce	Brian Garrison	Robert Martini	Mark Taylor	
Clifton Davis	Robert Noto	Timothy Bayne	Bill Riley	
Matthew Motyka	Rebecca Howard	David Perry IV	Michael Thaxton	

Upcoming Anniversaries:

1 Year	2 Years	Mark Taylor	11 Years
Kimberly Aylward	Morgan Braithwaite	Austin Thielen	Ralph Parker
Corey Boyd	Shelley Campbell		Mark White
Daniel Burg	Lori Cornelison	4 Years	
Jamal Burton	Edis Hazirovic	Mark Davison	12 Years
Monica Cruthis	Jacqueline Higgins	George Johnson	Gordon Bressler
John Holliday	Brandon Jacoby	Latonya Reed	Bill Horn
Scott McClintock	Gabriel Newman		
Danny Mcmillan	Maudi Newman	5 Years	25 Years
Jennifer Mitchell	Thomas Pinkston	Shawn Dunn	Lesla Bault
Sebastian Mitchell	Benjamin Smith	Todd Lovallo	
Ronda Osterberg	Michael Thaxton		32 Years
Terald Richardson	Dennis Vanmeter		Jerry Henrichs
George Rucker	Enrique Vega	6 Years	
John Seaholm		Walter Harris	
James Smith	3 Years	Charles Hoak	45 Years!
Stephen Smith	Shayla Hermann	Dale Visser	Steve Haas
Angela Wallis	Damon Hutsona		
Zacharias Whitaker	James Moad	10 Years	
Desiree Williams	Kenneth Price	Duane Galyean	
James Williams	Doucette Sylvain		