

THE MILE MARKER

Company Newsletter | Fall 2024



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The Cover

LTI THE MILE MARKER
Company Newsletter | Fall 2024



This Mile Marker's cover features a 2022 Freightliner at Eagle Park. This issue covers a number of important updates, so read on!

We are very excited to be able to offer these new programs to our drivers and those who are looking to contract on with LTI Trucking Services. Under our percentage pay owner operator program, we will be attracting outside owner operators to come into our network and earn a percentage of our loads. Similarly, this new opportunity allows for our lease purchase drivers to engage in a revenue share model as well.

Now more than ever, we have a path forward for our drivers to become business owners, have more control over their finances, and have greater opportunities to maximize their earnings.

Here is how the program would work: If you contract a truck on with LTI, or you decide to lease one of our existing trucks, you now become an independent contractor. This is a big move that ought to be well-understood – but essentially you begin going into business for yourself. You will begin to manage both the revenue and expenses of your business.

Regarding revenue, you will receive either 65% or 66% of the linehaul revenue that the load pays. This is a transparent component of the program – we will be honest and fully transparent what a load pays and you will see how it varies. The revenue set on a load is driven by our customer contracts, the marketplace as a whole, the geographic balance (or supply/demand) of a particular market, and the characteristics of the load (e.g. is it multi-stop, long or short, drop or live, etc.). We will be able to provide you this information upon accepting a load.

Additionally, you will receive LTI's independent contractor fuel surcharge per mile. While the revenue associated with a load is specific to the load's billable / loaded miles, fuel surcharge will be applied across all miles, including empty miles, which is a rare and immensely valuable offer in the trucking industry.

Message from the President: Drivers Take Control of Their Future with New Independent Contractor Program

At LTI Trucking Services, we have always been dedicated to supporting our drivers and helping them succeed. It is in that spirit that we are excited to announce the launch of two new programs designed to empower our drivers.

Each of these programs allows independent contractors to earn a percentage of the load:

- Owner Operators: 66%
- Lease Purchase: 65%

We are very excited to be able to offer these new programs to our drivers and those who are looking to contract on with LTI Trucking Services. Under our percentage pay owner operator program, we will be attracting outside owner operators to come into our network and earn a percentage of our loads. Similarly, this new opportunity allows for our lease purchase drivers to engage in a revenue share model as well.

What is so impactful in a revenue share model is that you will be fully participating in the ups and downs of the market. That can be a daunting thought, however, know it is a uniquely advantageous

time to enter into such a program as the market rates in trucking are expected to gradually rise in the coming months. That means that you *immediately* benefit from a strengthening of the trucking economy. Additionally, as LTI secures rate increases from its customers or wins new business, our independent contractors are the immediate beneficiaries of those changes.

In total, we expect an average independent contractor to generate in excess of \$250,000 of gross revenue per year. With that increased revenue, the individual needs to manage the expense side of their business as well. The driver will be responsible for the core operating expenses associated with moving those loads and generating that revenue. Those items will include the truck cost, fuel, maintenance, injury, bobtail, and damage insurances, tolls, and some miscellaneous and minor program charges (for the ELD, the plates and permits, etc.). We will handle these expenses as systematically as possible, with a weekly revenue debiting and expense crediting process completed in the settlement process. This streamlines your business and simplifies the managing of these variables.

The company will continue to handle the fixed costs associated with much of the business, such as, for example, operating authority and auto liability coverage. Additionally, LTI will cover the cost of trailers, reefer fuel, cargo insurance, dispatch and load planning, IT and software services, and administrative support (whether it be safety, maintenance, human resources, etc.).

We believe this program will stand out in the industry. In planning for launch, we analyzed our internal financial structure and the formats of other trucking companies. While many firms offer 65% revenue share, very few, if any, offer this kind of structure to those in a lease purchase program as we offer it.

"Remember this, reefer freight pays more than dry van freight, and LTI's customers pay more than the average spot market for reefer freight."

Additionally, LTI's customers and freight is higher-paying on average than competitors. Remember this, reefer freight pays more than dry van freight, and LTI's reefer



customers pay more than the average spot market for reefer freight. That means that 65% of reefer freight is far superior to 70% on dry van freight. It means that 65% of revenue from Hershey, ConAgra, Smuckers, Kraft, Walmart, Unilever, Tyson, Armada, Vantix, and others is far superior to 70% of a broker's business. LTI's history with large shippers and our tight networking of freight allow us to be distinct in offering a percentage pay model.

LTI's program is exceptionally simple. Unlike competitors, LTI is not excessively charging back drivers like other firms do. You will not see us charge back for trailer use, nor will you see us pass-through elaborate add-on's like truck chrome and lights to the driver. We are entering this full-well knowing that the success of LTI and the success of our independent contractor's business both needs to be there for a long-term partnership to exist.

According to all of our analyses, we anticipate that the net profit that a lease purchase operator earns will be similar to the take home pay of a current company driver employee. Of course, if the individual pays off the truck and becomes an owner operator, they will generate substantially more by no longer having a tractor chargeback – this will boost annual earnings over \$30,000 alone. But then you must also consider your operating abilities. As a trucking business owner/operator, you are the direct beneficiary of the good decisions you make on a daily basis. Conserve fuel, avoid a toll, save on maintenance, etc. = immediately giving yourself a "raise".

This program is about more than just a financial arrangement—it's about ownership and empowerment. We want our drivers to approach their work with a business-owner mindset, where productivity, efficiency, and careful cost management lead to long-term success.

Driver Spotlight: David McCarty

When LTI hires drivers, after a thorough vetting process, we book their travel for orientation, from throughout the country over to our office in St. Louis. We use planes, trains, and automobiles to get drivers here. Sometimes, drivers have strong preferences on what type of travel we use to get them to orientation, though none like David McCarty's preference.

Travelling from outside Chicago, David opted to travel to St. Louis for orientation, via bicycle. Through an over 300 mile-long journey, lasting several weeks, through sunshine and storms (plenty of them), David McCarty rode his bicycle all the way here, with his luggage pulled behind him.

We've never had a driver choose such an intensive travel method, but for David, it was nothing too outside the norm. David's taken a number of long treks throughout the country, including biking, canoeing, hiking, and camping, some lasting many months, through various seasons, and much further distances.

David's filled with interesting travel stories and is a delight to talk to. We are pleased to have him as a part of our team. Thanks for coming onboard David! ■

We believe that drivers who view their work as business ownership will find this program particularly rewarding. You'll have control over your schedule, your earnings, and your expenses, just like any entrepreneur running their own business. We know that the trucking industry is full of entrepreneurs, and we are now able to support the spirit and ambition behind that, and bring it to LTI.

At LTI, we're committed to providing the support and resources you need to succeed in this new role. From operational guidance to financial tools that can help you track and manage your costs, we're here to help you navigate this transition and thrive.

If you're ready to take the next step in your career and become the boss, our ValueLease Program is your path forward. You'll have the opportunity to take control of your future, enjoy the rewards of your hard work, and develop a true sense of ownership over your business.

For more details on how to enroll in the program, or to ask any questions you may have, contact your Fleet Manager or the Recruiting Department.

Here's to the combined success of our businesses working together!

Camden Civello
President
LTI Trucking Services, Inc. ■



ValueLease
Program



Understanding Home Time

By Bill Riley, VP of Operations

One of the toughest challenges that drivers face is being able to consistently balance their home and work life. We understand how important the time that you spend at home is and we want to make sure that you can maximize that time with your friends, family, animals, or just take the time to relax and decompress.

Unfortunately, we are not always 100% perfect. The nature of trucking complicates plans, and shippers and customers often throw us curveballs that are unforeseeable. The first response we often hear when plans change is a comment about the 10-day notice policy for home time. It's important to understand how these policies play out behind the scenes. LTI utilizes a 10-day notice for home time in order to balance freight and anticipate how many working trucks we will have 10 days out, so that we know how much freight we need to secure from our customers. Oftentimes, loads are tendered 7 to 10 days out, so it's important that we plan accordingly for efficient operations, with the proper quantity of loads corresponding to the number of available trucks. This is especially notable when it comes to holiday weeks: some drivers want to work and some do not, and if everyone waited until 3 days out to request home time, we would have no idea how many drivers would be working at the time of booking the loads. This same balancing act plays into your return date from home time as well; we are expecting you to be available and are booking freight for you so that we can get you moving out of the house in the most efficient manner, and without missing any loads. A structured home time policy is key in the fundamentally important task of balancing our freight.

The 10-day notice allows us to balance our freight accordingly as well as allowing us to place a home time event in our system so that we can route you where you need to go, come that time. We have a skilled and experienced Operations team who will work your home time into your schedule, but again, it's important to remember there is always the potential for unforeseeable complications. But we are absolutely dedicated to doing what we can to ensure our drivers get to where they need to be.

“Extending home time is the largest reason that drivers do not receive their

”It's difficult to talk about home time without also addressing income, as home time does reduce your earning potential, and excess home time will shrink your paycheck. If you have a lower paycheck, it can be easily forgotten that it was influenced by decisions made 2 weeks

prior, such as taking extra time off. If you come out on Tuesday at noon, you have already missed 3 and a half days of work for the week, and your check 2 Fridays later

will feel lighter. In addition to reducing overall compensation, extending home time is the largest reason that drivers do not receive their incentive.

Performance/Productivity Pay is based off a rolling 5-week average; this rewards consistent behavior, allows the system to average out the loads that are delivered on Saturday mornings, and minimizes the impact of a bad week or normal home time breaks. To illustrate, this week a driver on our Regional Fleet averaged 2,115 miles over 5 weeks: Week 1: 2,674, Week 2: 1,656, Week 3: 1,273, Week 4: 2,457, and Week 5: 2,513. As you can see, the driver had 2 weeks in which his miles were below their norm, but they were still able to maintain the incentive during this period.

It's important to remember that LTI utilizes advanced technology systems that take into account a number of factors to recommend the best load for you, optimizing load planning and increasing your miles. Such factors that go into these systems include available loads, deadhead, HOS, and home time events; it then presents the best load for you, all things considered. Our Load Planners then review these recommendations before your Fleet Manager sends it to you. We have many drivers that maximize their miles by simply saying “Yes” to the loads they're suggested. When you constantly say “No” to the computer's recommendations, you are selecting less efficient loads that do not fit your availability. Three 400 mile loads are better than one 900 mile load.

LTI's Passenger Policy is also a great way to keep from missing that someone special if they can travel with you for a little while. It is also a great opportunity in the summertime for your children 5 years or older to see what you do in action. When you do get your down time, whether it is during your 10-hour break or during your home time, make sure to take some time to do something that you enjoy and relax. It is important for you to take some time for yourself to decompress and release the stress of the day and focus on yourself for awhile before you begin thinking about what you have for tomorrow.

Ultimately, maximizing days-on-road to days-at-home is the main factor in getting a larger paycheck, so it's important to prevent burnout. And while you're out on the road, accepting suggested loads is the best way to increase your paycheck further. And when you need to get home, our Operations team will route you there for your time off. ■



Mechanic Appreciation Week

By Kim Aylward, Parts & Shop Admin

At LTI Trucking Services, we believe that our success is built on the hard work and dedication of our incredible team, and during the week of 9/23/2024 we were excited to celebrate Mechanics Appreciation Week! This special occasion gives us the perfect opportunity to shine a spotlight on our talented mechanics, whose expertise and commitment keep our fleet running smoothly and safely.

Our mechanics are at the foundation of our operations. They work tirelessly behind the scenes, ensuring that every truck is in top condition and ready to hit the road. Their attention to detail, problem-solving skills, and unwavering dedication are what allow us to deliver exceptional service to our customers day in and day out. Without their hard work, our fleet simply wouldn't be able to operate.

Everyday, our mechanics tackle a variety of challenges, from routine maintenance to complex repairs. They are not just skilled technicians; they are passionate individuals who take pride in their work. Their ability to diagnose issues quickly and implement effective solutions is invaluable to our company. We are grateful for their expertise and the countless hours they invest in keeping our vehicles safe and reliable.

At LTI Trucking Services, we understand that our mechanics are more than just employees; they are an integral part of our family. We appreciate their dedication, resilience, and the positive attitude they bring to the workplace. Their hard work does not go unnoticed,

and we are proud to recognize their contributions during Mechanics Appreciation Week and onward.

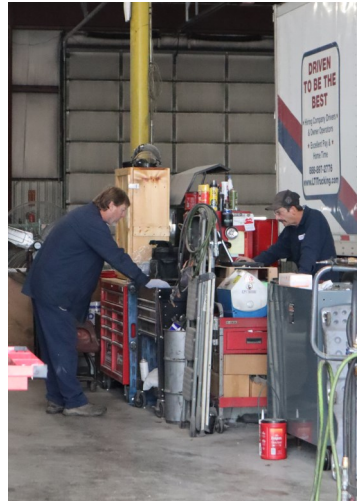


We would like to extend our heartfelt thanks to our valued vendors—Craftsmen, CIT Trucks, Plaza, the LTI Recruiting team, and Truck Centers—for their generous support in providing lunch for our mechanics during Mechanics Appreciation Week. Your thoughtfulness and commitment to our team made this week even more special.

Most importantly, we'd like to thank our dedicated mechanics for their unwavering commitment and exceptional service. Steve Haas, our esteemed Shop Foreman, has been with us for an incredible 45 years, setting a standard of excellence that inspires us all. Rich Wylie has contributed 35 years of expertise, while Gordon Bressler, Ralph Parker, and Al Robinson have each dedicated 12 years to ensuring our operations run smoothly. Jay Landson has brought 8 years of valuable experience to our team, and we also

appreciate the contributions of Larry Copeland and Billy Felchlin, who have each been with us for 18 months doing incredible work. Devon Karaffa, with one year of service, and Justin Rosen, who recently joined us two months ago, have proven to be vital members of our team. Together, their collective efforts and loyalty are the backbone of our success, and we are truly grateful for their hard work and dedication.

To our amazing mechanics: thank you for everything you do! Your dedication keeps our fleet running and our company thriving. We are proud to have you on our team, and we look forward to many more successful miles together. ■



Expansion of Freight

By David Gitto, Director of Sales

LTI has been known for our expertise in the refrigerated trucking market for the last two decades, with the majority of our freight in the food and beverage vertical. As we continue to pursue growth through our current customer base to further strengthen our focused, niche network, the Sales team is also actively working towards strengthening our portfolio through diversification, both for our fleet and our Logistics division.

It is essential that LTI insistently works toward mastering the internal operations of our current customers. Most of our customers are enterprise corporations with more

freight than one can imagine. Every day of transporting our customer's loads is an opportunity to better learn their operations and needs, and to align our services alongside them.

Simultaneously, we are aggressively pursuing the diversification of LTI's portfolio, outside of food and beverage. One main initiative of LTI's right now is to enter the world of health care and pharmaceuticals. Sales has been working closely with Safety and our Executive Management Team to capitalize on this additional commodity type. Once we complete all the necessary steps to move such delicate commodities, our expansion will separate LTI from your typical refrigerated carrier, initiating a new era for LTI, and taking our business and operations to new heights. ■

Improvements in Logistics

By Deidra Sanders, Director of Logistics

The logistics division has experienced several changes over the course of 2024. A couple words define this year's activity and will lead us into the last quarter and 2025 – *determination* and *grit*.

As most sectors of transportation have experienced hardships in this market, many have changed their structures, improved their processes, and navigated through the freight

Logistics Services are no different. We have implemented procedures to make operations more efficient, from accessorial processes, real-time pricing with bot technology, and adding freight agents/specialists.

As a result, we have increased our monthly margin by 5% month over month in Q3. We increased our average weekly load count by over 10%. We have added several new

market with a better understanding of what it takes to be successful. We at LTI

customers, and with them have come larger margins and longer length of haul.

Going into Q4 and 2025, we will continue to improve our division with these changes and more, from spot quotation, carrier negotiation, carrier procurement, pricing for awarded business – just to name a few.

Through determination and grit, I am confident that we will flourish in 2025. Bring it on! ■

Winter Driving Safety

By Monica Cruthis, Director of Safety & Loss Prevention

Preparation is Key

Winter weather can be unpredictable, so staying safe on the road is essential. Here are some quick tips for winter driving:

- **Buckle Up:** Always wear your seat belt; it's the law.
- **Slow Down:** Reduce speed, increase following distance, be cautious with acceleration, steering, and braking.
- **Stay Focused:** Put down handheld devices or make sure there aren't any distractions in the truck!
- **Don't Crowd the Plow:** Give snowplow operators space to do their job.
- **Avoid Cruise Control:** Keep control on slippery surfaces.
- **Watch for Black Ice:** Be cautious on seemingly clear roads, especially at intersections and shady spots. Know your limit and park the truck before the road gets too dangerous to drive.
- **Travel Wisely:** Check the forecast and weather frequently and inform someone of your route.

- **Emergency Kit:** Pack the necessary winter essentials in the truck. Keep a kit with everything you might need: an ice scraper, blankets, non-perishable food, and a first-aid kit.
- **Make room for Emergency vehicles:** Slow down and move over for stopped emergency and maintenance vehicles.

We've had an amazing year, let's keep that momentum going, and do everything we can to ensure a safe and accident-free winter! ■



DRIVER APPRECIATION WEEK 2024



Driver Appreciation Week was filled with games, meals, raffles, and gifts! We still have a number of gift bags left, so if you never got yours, be sure to swing by the Recruiting Department the next time you are at Eagle Park to grab yours! And as always, **thank you drivers!**

Winter Maintenance Precautions

By James Tunstall, Director of Maintenance

1. Preventing Tire Blowouts

Tires are one of the most critical components of your truck, especially during winter driving. Here are some steps to help prevent tire blowouts:

- **Regular Inspections:** Before hitting the road, conduct a thorough inspection of your tires. Check for any signs of wear, such as cracks, bulges, or uneven tread wear. Make sure to inspect the sidewalls as well.
- **Proper Inflation:** Cold weather can cause tire pressure to drop. Ensure that your tires are inflated to 105 psi. Under-inflated tires are more prone to blowouts, so check your tire pressure regularly, especially during winter months.
- **Tread Depth:** Adequate tread depth is crucial for maintaining traction on icy or snowy roads. If the tread is worn down, it's time to replace them. Contact the shop and we'll make sure to get them replaced.

2. Saving on Fuel Costs

Fuel efficiency is always a priority for our drivers, and wintertime can often lead to increased fuel consumption. Here are some tips to help save on fuel costs:

- **Smooth Driving:** Avoid rapid

acceleration and hard braking. Smooth driving not only conserves fuel but also reduces wear and tear on your truck.

- **Reduce Idling:** While it may be tempting to keep the engine running to stay warm, excessive idling wastes fuel. Please utilize your APU to stay warm.
- **Plan Your Routes:** Use GPS and route planning tools to find the most efficient paths. Avoiding congested areas and road closures can save both time and fuel.
- **Maintain Your Truck:** Regular maintenance, including oil changes and air filter replacements, can improve fuel efficiency. A well-maintained truck runs more efficiently.

3. Maintaining Heater Units

A reliable heater unit is essential for comfort during winter driving. Here's how to keep it functioning properly:

- **Check the Antifreeze:** Ensure that your truck's antifreeze levels are adequate. This helps prevent the engine from freezing and keeps the heater working efficiently.
- **Test the Heater:** Before the winter season begins, test your heater to ensure it's working correctly. If



Heather Lockhart, Safety Manager, going over pre-trip inspections with our Orientation Drivers

you notice any issues, contact the shop and we will make sure to get it repaired.

- **Keep Vents Clear:** Make sure that the air vents are not blocked by any cargo or debris. Proper airflow is essential for effective heating.

At LTI Trucking Services, we prioritize the safety and comfort of our drivers, especially during the challenging winter months. By following these maintenance tips, you can help prevent tire blowouts, save on fuel costs, and ensure your heater units are functioning properly. Let's work together to make this winter driving season safe and efficient for everyone on the road. Safe travels! ■

Required Employee Training

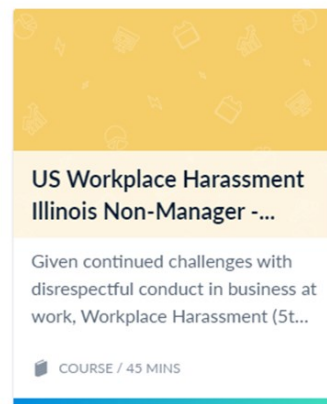
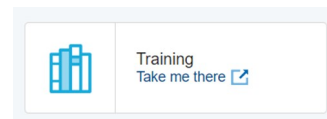
By Paula Naugle, Director of Human Resources

At LTI Trucking Services, Inc., we value the wellbeing of all our employees, customers, and partners, and we strive to create an inclusive environment in which all members of our company feel safe, respected, and supported. LTI is committed to providing equal opportunity to all and strictly prohibits any conduct that is in violation of any equal employment opportunity law, including sexual harassment and retaliation for reporting policy violations.

To continue our efforts in this area, LTI now requires all employees to complete the US Workplace Harassment course provided by Paychex Learning. Some of you may have already participated in this course previously through Guardian HR as

a new hire, or during LTI's recertification process. LTI requires all employees to recertify now and continue to recertify annually in July/August of each year.

This coming week, and the following weeks, you will be provided a link in your Weekly Update Email for this course. Please access the resource there. Another quick and easy way to access the training is to go to your dashboard in Paychex Flex. Click on the Training tile (snapshot below) – Make sure you are on "Learn" - then click on "My Learning". You will see the US Workplace Harassment Illinois tile (pictured on the right). Hover over and click "Start". If you have already completed this important training recently, thank you. ■



Understanding Medicare

By Paula Naugle, Director of Human Resources

Transitioning from employer insurance to Medicare can offer significant advantages, especially with the upcoming changes to Medicare Part D in 2025. Beneficiaries will benefit from a \$2,000 annual out-of-pocket spending cap, providing crucial financial protection for those with high medication costs. Additionally, insulin costs will be capped at \$35 per month, making this essential medication more affordable. Medicare offers comprehensive coverage that can be tailored to individual healthcare needs, often at a lower overall cost than employer-sponsored plans. Furthermore, enrolling in Medicare can provide access to a wider network of providers and specialized care. These improvements make Medicare an appealing option for eligible individuals seeking comprehensive and affordable healthcare coverage.

If you are Medicare eligible, please review the following information and reach out to the resources provided through Next Level Planning to assist you.

What Are My Options Once I Turn 65?

If you continue to work full-time, you may remain on the company medical plan as long as you meet the eligibility requirements. However, you may also be eligible for Medicare A & B, a Medicare Supplement and Medicare D. It also may be more cost effective to switch to Medicare versus staying on your employer's plan. Please read the summary below and explore your options to determine what is best in your situation.

Working Beyond Age 65

If you are purchasing medical insurance through your employer, a Medicare plan could help you save money on your health care expenses. It may make sense for you to sign up for Medicare in addition to OR instead of the coverage you have today. If you enroll in Medicare and remain on the company health plan be sure to check the coordination rules to determine which coverage is primary.

Medicare Options:

Many people who choose to work past age 65 enroll in Part A (Hospital Insurance) because there is no monthly premium. You may choose to enroll in Medicare Part B, a Medicare Supplement, and/or Medicare Part D (these options will be subject to a monthly premium cost).

- Medicare Part B - Physician Insurance
- Medicare Part D – Drug Coverage.
- Supplemental Coverage – This can include Medigap coverages, employer plans or Medicaid.

It is recommended that you explore all options to determine what is best for you. You may also shop for and change plans each year based on your specific needs.

Understanding Your Options:

Employees who choose to remain on the group health plan can sign up for premium-free Part A (if eligible) during or after their Initial Enrollment Period begins. You can only sign up for Part B (or Part A if you have to buy it)

during certain enrollment periods as dictated by Medicare. For additional information on Medicare enrollment opportunities visit www.medicare.gov or reach out to your local SHIP office (see Medicare Resources for contact information).

Making Changes to Your Medicare Plans:

Health care needs can change from year to year. Be sure to review your needs annually (upcoming surgeries, current prescription drugs, new wellness goals) so you can find a plan to best meet them.

Medicare Open Enrollment Period

You can enroll in or change your plan once a year during the Open Enrollment Period (OEP) even if you do not have a qualifying event. The OEP is a seven-week period from October 15 through December 7.

Retiring At or After Age 65

Whether you retire or decide to work part-time, once you turn age 65 you will be eligible for Medicare (Parts A and B) and other Medicare Supplement Plans. If you don't have employer-sponsored coverage, you should consider enrolling during your Initial Enrollment Period. You can enroll any time within the 3 months before your 65th birthday month, your birthday month or 3 months after. ■

Multiple Medicare Resources Available

Next Level Planning and Wealth Management

- Get advice from Licensed insurance agents at no cost or obligation to enroll
- Explore plans from numerous health insurance companies
- Learn more about Medicare and be guided through the process
- 1 on 1 assistance with benefit and financial planning
- Call (414) 369-6628 or visit www.NLPWM.com

Our Medicare library is available 24/7 online. Here you can browse videos, download guides/presentations, listen to an agent and access information at your convenience.

Visit: www.employeenavigator.com/benefits/Account/Login

Login using the following credentials:

USERNAME: Medicare
PASSWORD: Benefits65

You may also complete the **Permission to Contact Form** to speak to agent and receive assistance with questions related to Medicare as well as explore affordable options available based on your specific needs.

It is important to note that **Medicare resources and options vary by state**. Each state has a **SHIP** (Senior Health Insurance Information Program) that offers free education and assistance specific to their state. To find your state resource and get the number to speak to a licensed counselor, you may either **visit: www.shiptacenter.org, call 877-839-2675 or email: info@shiptacenter.org**.

Additional Information (Government resources):

Call 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week or visit www.Medicare.gov

Photos from the Road



Taken by Driver Carmen Rodriguez, delivering train parts to Union Pacific railroad company in Little Rock, Arkansas



Taken by Driver Ron Biddle, unloading DuPont products in Pennsylvania



Taken by Driver Joseph Vaughan in (left) Chicago, Illinois (center) Hamilton, Ohio, and (right) delivering to Sysco in Ocoee, Florida

Health & Wellness: Caffeine Withdrawal Symptoms? Decaf Can Help

According to Drive Research, about 75% of Americans drink coffee every day, and half of the surveyed adults drink three to five cups daily. Unfortunately, drinking too much coffee may have negative side effects on your health. But if you're reducing your coffee intake, you may experience caffeine withdrawal symptoms, making it more challenging to cut back. Common symptoms include headache, fatigue and irritability.

Fortunately, new research from the University of Sydney has a tip for people trying to drink less coffee. Researchers found drinking a cup of high-quality decaffeinated coffee temporarily reduces withdrawal symptoms. The study noted that the

cup of decaffeinated coffee should taste like the real deal to have an impact. The point was that some study participants were unaware they were drinking decaf. This is due to conditioning. Many people associate coffee and its surrounding stimuli (e.g., taste and smell). Therefore, a

quality cup of decaffeinated coffee can offer those same experiences without caffeine.

If you have concerns about your coffee consumption, talk to your doctor. ■

The Health Risks of Coffee Consumption

Coffee in moderation is reasonable, but excessive amounts are linked to the following health risks:



Anxiety



High blood pressure



Heart palpitations



Difficulty sleeping

Happy Birthday to You!

October

Patricia Doriot
Guido Benvenuti III
Bobby Pendleton
James Mckee
Nicholas Civello
Cathy Gridiron
Robert Rackley
Latonya N. Reed
Sterling Gardner
Charles Hoak
Orville Jones
Adil El Filali
John Brown
Colette Hehle

Heather Lockhart
Corey Boyd
Paula Naugle
Christopher Selby
Jackie Southerland
Demario Townsend

November

Thomas Floyd
Joann Collins
Russell Abraham
John Jackson
Andrew Jones
John Holliday
Bill Horn

Terry Perrell
Devon Karaffa
Gordon Bressler
Keith Craft
Joseph Vaughan
Adam Pickett
David Teddlie
Wendy Weatherman
Kiana Barnes
Loren Clem
Anthony Rucker
Mark White
Jean Solfest
Christian Civello
Donna Walp

Earl Klobetanz Jr
Andrew Allen
Ricky Stroud

December

Gilbert Burgess
James Marshall
Mitchell Cothorn
Lamont Johnson
Michael Jacobs
Tracy Sweat
Benjamin Smith
Tyrese Gray
Ernest Seaman
Darek Sellers

Jerome Foster
Melodie Cafferata
Tommy Huy
Nancy Rouse
Monica Cruthis-
Richard Howell
David Boyer
Aarika Taylor
Jennifer Mitchell
Joshua Fuoss
Steven Haas
Marion Wheeler
Kuwyn Diggs
Doucette Sylvain
Eric Talbert

Upcoming Anniversaries:

1 Year

Kiana Barnes
Bonny Bonaparte
Dieugo Cenejuste
Ronaldo Cenejuste
Mellodi Coll
Ryan Curry
Norderick Daniels
Camilla Durr
Adil El Filali
Sterling Gardner
Matthew Herrmann
Ariel Huether
Devon Karaffa
Heather Lockhart
C'Artris Mcmath
Amber Nattier
David Peralez
Michelle Price
Ernest Seaman
Demario Townsend
William Vest
Marion Wheeler

2 Years

Sherie Byrd
James Cain
Franchesca Johnson
Lamont Johnson
David Perry IV
Martin Wenger

3 Years

Timothy Bayne
Loren Clem
April Defell
Richard Donk
Kenneth Gebhardt
Michele Pierce

4 Years

Joanna Campbell

5 Years

Michael Rosso
Wendy Weatherman

6 Years

Sean Mauk

7 Years

Larry Lansdon Jr
Bill Riley
Jackie Southerland

10 Years

Deidra Sanders

11 Years

Katie Mulholland

13 Years

Sharon Coleman

15 Years

Bill Bowling
Travis Rood

18 Years

Craig Brennforder

24 Years!

Jeff Snelling



Erik Ingsson (left) and Charles Wilson (right), two of LTI's latest lease purchase drivers

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 24.4